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Carol M. Palmore
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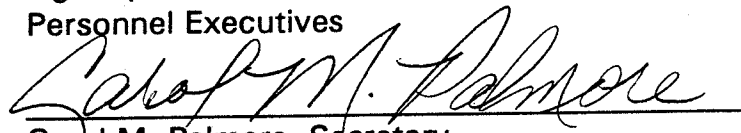
November 6, 1998

MEMORANDUM

PERSONNEL MEMO 98-10

TO: Cabinet Secretaries
Agency Heads
Personnel Executives

FROM:


Carol M. Palmore, Secretary

SUBJECT: Retirees Returning to State Government

Retirement legislation enacted by the 1998 General Assembly allows state government employees who retire under the Kentucky Employee Retirement Systems (KERS) to be hired by the executive branch in positions subject to KERS while retaining full retirement benefits. The legislation provides that those employees will be required to start a new retirement account. A number of questions have been raised with respect to the hiring process, service credit and other benefits for such persons. These same types of questions apply to executive branch employees who have retired under the Kentucky Teacher's Retirement System (KTRS) and to individuals who have retired under a combination of service in KERS, County Employee Retirement System (CERS), and KTRS.

Effective immediately, each former executive branch employee who is receiving retirement pay under KERS, CERS, or the Kentucky Teacher's Retirement System, and who accepts a position in the executive branch, will be considered as a new employee in the following ways:

1. The individual must be in the top five scores on the COMPETITIVE register to be employed in the classified service.
2. The individual will have a salary set under the provisions for new appointments in the classified or unclassified service.



3. The individual will be required to serve an initial probationary period in the classified service (or a six-month period in the unclassified service) and establish a new increment date.
4. The individual will accumulate and retain leave based on the date of hiring as a new employee in the classified or unclassified service.
5. The Cabinet Secretary of the agency proposing to hire the individual must sign the appointment personnel action.

You may call the Personnel Cabinet at (502) 564-7430 if you have further questions concerning this area.

THIS MEMORANDUM DOES NOT ADDRESS THE EFFECT OF RE-ENTERING THE EXECUTIVE BRANCH WORKFORCE ON THE INDIVIDUAL'S RETIREMENT UNDER ANY OF THE RETIREMENT SYSTEMS. Any questions concerning how the retiree's employment will affect his or her rights under a retirement system should be directed to the appropriate retirement system.

CMP:lw